



# Settlements Report

---

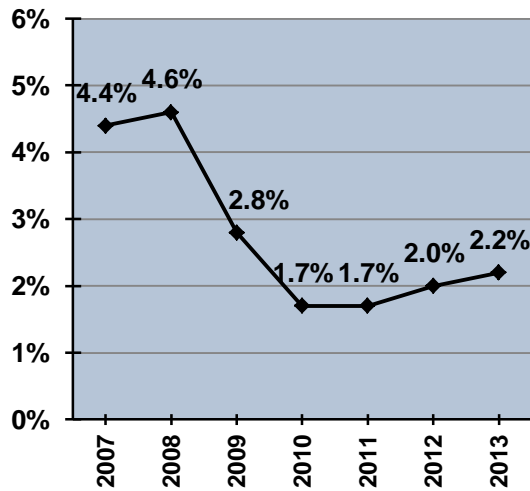
*December 2013*

**Construction Labor Research Council**  
**1250 Connecticut Avenue, NW**  
**Suite 200**  
**Washington, DC 20036**  
**202.347.8440**  
[www.clrcconsulting.org](http://www.clrcconsulting.org)  
[clrc@clrcconsulting.org](mailto:clrc@clrcconsulting.org)

Settlements for 2013 in the construction industry analyzed by the Construction Labor Research Council (CLRC) averaged the following: **first year—2.2 percent (\$1.00), second year—2.6 percent (\$1.30), and third year—2.6 percent (\$1.34)**. Statistics for 2013 in this report reflect wage and fringe benefits combined from January through December 2013. **Exhibits 1 and 2** show the 6-year trend.

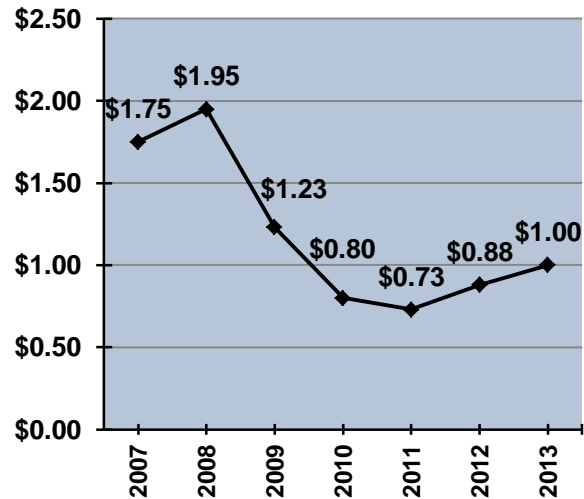
**Exhibit 1**

*First year settlements, shown as percents*



**Exhibit 2**

*First year settlements, shown as dollars*



Increases in 2013, both as percents and dollar amounts, were higher than 2012 for contract years one, two and three, as shown in **Exhibit 3**.

**Exhibit 3**

*Settlements in 2013 compared to settlements from 2011 and 2012*

Contract Year	2011		2012		2013	
	Percent	Dollar	Percent	Dollar	Percent	Dollar
<b>First</b>	1.7%	\$0.73	2.0%	\$0.88	2.2%	\$1.00
<b>Second</b>	2.3%	\$1.29	2.3%	\$1.08	2.6%	\$1.30
<b>Third</b>	2.7%	\$1.54	2.4%	\$1.13	2.6%	\$1.34

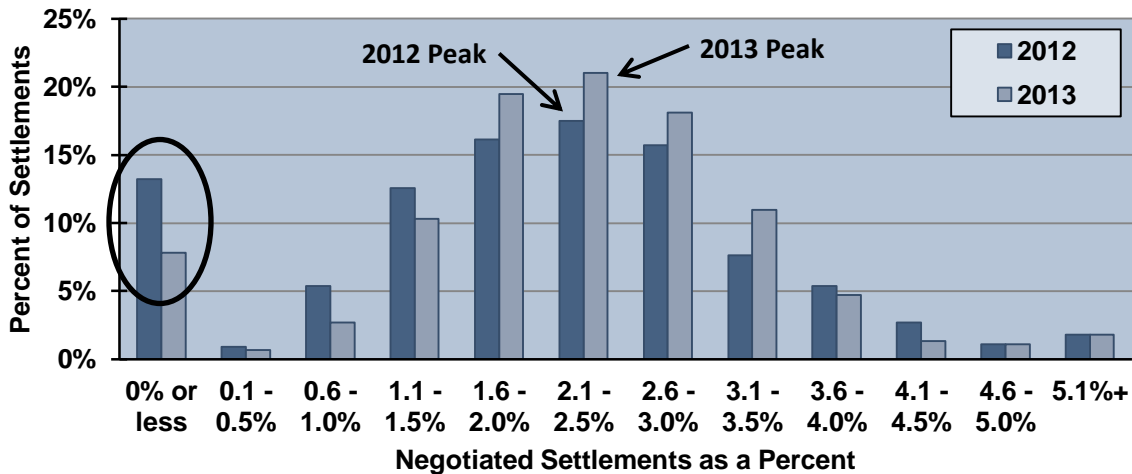
Beginning with the September 2012 issue, each settlement is weighted equally. Previously, each settlement was weighted by the number of workers it covered. As a result, comparisons between this report and previous data should be made with caution. This adjustment in the statistical methodology is based on expert input from national associations in the construction industry.

The median increases from January through December in 2013 were similar to the averages outlined earlier, at 2.2 percent (\$0.92) for the first year, 2.6 percent (\$1.25) for the second year, and 2.6 percent (\$1.20) for the third year. The median is the rate at which half of the agreements are higher and half are lower and is a common and useful statistic for evaluating pay data because it is less affected by outliers.

**Exhibits 4 and 5** show details about the first year of collectively bargained settlements. The most common settlement in 2013 and 2012 was 2.1 - 2.5 percent. There were significantly fewer settlements with no increase in 2013.

**Exhibit 4**

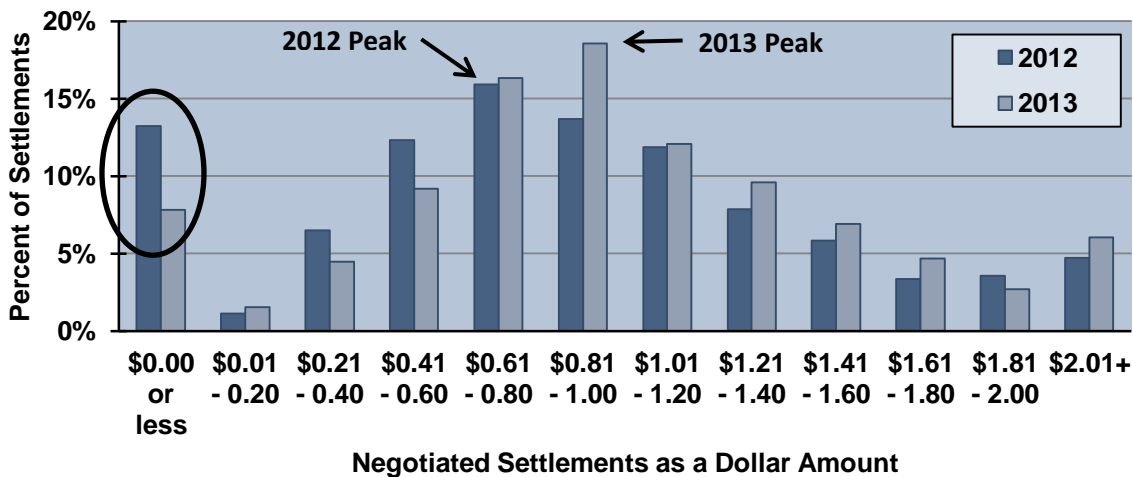
*Details for first year settlements shown as percents: 2012 and 2013-September*



**Exhibit 5** shows that the most common agreement in 2013 was for \$0.81 - \$1.00, whereas in 2012 the most common increase was in the \$0.61 - \$0.80 range.

**Exhibit 5**

*Details for first year settlements shown as dollars: 2012 and 2013-September*



## Settlements by Region

First year settlements in 2013 ranged from a low of 1.3 percent (median = 1.7 percent) in the Mountain-Northern Plains region to a high of 2.7 percent (median = 2.4 percent) in New England and 2.7 percent (median = 2.7 percent) in the Southwest Pacific region, as shown in **Exhibit 6**. **Exhibit 7** shows the regions with the dollar amount of their agreements. The low was the Mountain-Northern Plains region at \$0.54 (median = \$0.73) and the high was the Northeast region at \$1.55 (median = \$1.73).

### Exhibit 6

Settlements by region shown as percents

Region	First Year			Second Year			Third Year		
	Count	Average	Median	Count	Average	Median	Count	Average	Median
New England	7	2.7%	2.4%	3	1.8%	1.8%	3	1.9%	1.8%
Middle Atlantic	63	2.2%	2.3%	38	2.9%	3.0%	31	3.2%	3.7%
Southeast	103	2.0%	1.9%	3	2.4%	2.2%	< 3	-	-
East North Central	182	2.3%	2.2%	73	2.4%	2.4%	64	2.4%	2.4%
West North Central	19	1.9%	2.1%	12	2.4%	2.3%	12	2.4%	2.4%
South Central	20	2.2%	2.5%	< 3	-	-	< 3	-	-
Mountain-Northern Plains	3	1.3%	1.7%	< 3	-	-	< 3	-	-
Northwest	11	1.8%	2.0%	7	2.5%	2.1%	5	2.1%	2.1%
Southwest Pacific	39	2.7%	2.7%	24	3.0%	3.0%	12	2.6%	3.0%
<b>United States</b>	<b>447</b>	<b>2.2%</b>	<b>2.2%</b>	<b>162</b>	<b>2.6%</b>	<b>2.6%</b>	<b>130</b>	<b>2.6%</b>	<b>2.6%</b>

● Equal to or lower than United States results

● Higher than United States results

### Exhibit 7

Settlements by region shown as dollar amounts

Region	First Year			Second Year			Third Year		
	Count	Average	Median	Count	Average	Median	Count	Average	Median
New England	7	\$1.55	\$1.73	3	\$1.15	\$1.00	3	\$1.23	\$1.00
Middle Atlantic	63	\$1.21	\$1.38	38	\$1.64	\$1.65	31	\$1.91	\$2.00
Southeast	103	\$0.65	\$0.68	3	\$0.77	\$0.73	< 3	-	-
East North Central	182	\$1.07	\$1.00	73	\$1.09	\$1.05	64	\$1.14	\$1.10
West North Central	19	\$0.82	\$0.79	12	\$1.00	\$1.05	12	\$1.04	\$1.00
South Central	20	\$0.66	\$0.70	< 3	-	-	< 3	-	-
Mountain-Northern Plains	3	\$0.54	\$0.73	< 3	-	-	< 3	-	-
Northwest	11	\$0.90	\$0.82	7	\$1.15	\$1.00	5	\$1.02	\$1.00
Southwest Pacific	39	\$1.50	\$1.50	24	\$1.72	\$1.76	12	\$1.52	\$1.53
<b>United States</b>	<b>447</b>	<b>\$1.00</b>	<b>\$0.92</b>	<b>162</b>	<b>\$1.30</b>	<b>\$1.25</b>	<b>130</b>	<b>\$1.34</b>	<b>\$1.20</b>

● Equal to or lower than United States results

● Higher than United States results

### Regions

New England: CT, MA, ME, NH, RI, VT. Middle Atlantic: DC, DE, MD, NJ, NY, PA. Southeast: AL, FL, GA, KY, MS, NC, SC, TN, VA. East North Central: IL, IN, MI, MN, OH, WI, WV. West North Central: IA, KS, MO, NE. South Central: AR, LA, NM, OK, TX. Mountain-Northern Plains: CO, MT, ND, SD, UT, WY. Northwest: AK, ID, OR, WA. Southwest Pacific: AZ, CA, HI, NV.

## Settlements by Craft

First year settlements in 2013 ranged from a low of 1.5 percent (median = 1.9 percent) for Insulators to a high of 2.7 percent for Teamsters (median = 2.6 percent), as shown in **Exhibit 8**.

### Exhibit 8

Settlements by craft shown as percents

Craft	First Year			Second Year			Third Year		
	Count	Average	Median	Count	Average	Median	Count	Average	Median
<b>Boilermakers</b>	< 3	-	-	< 3	-	-	< 3	-	-
<b>Bricklayers</b>	47	● 2.2%	● 2.2%	22	● 2.7%	● 2.5%	13	● 2.4%	● 2.3%
<b>Carpenters</b>	49	● 2.1%	● 2.3%	20	● 2.8%	● 3.0%	18	● 2.9%	● 2.7%
<b>Cement Masons</b>	39	● 2.2%	● 2.1%	19	● 2.5%	● 2.4%	18	● 2.2%	● 2.1%
<b>Electricians</b>	29	● 2.2%	● 2.1%	12	● 2.3%	● 2.1%	7	● 2.2%	● 1.7%
<b>Insulators</b>	10	● 1.5%	● 1.9%	< 3	-	-	< 3	-	-
<b>Iron Workers</b>	81	● 2.2%	● 2.3%	12	● 2.4%	● 2.5%	10	● 2.3%	● 2.4%
<b>Laborers</b>	58	● 2.2%	● 2.2%	27	● 2.7%	● 3.0%	23	● 3.1%	● 3.1%
<b>Millwrights</b>	24	● 2.2%	● 2.3%	10	● 2.5%	● 2.7%	8	● 2.6%	● 2.6%
<b>Operating Engineers</b>	27	● 2.5%	● 2.5%	11	● 2.4%	● 2.4%	10	● 2.4%	● 2.3%
<b>Painters</b>	20	● 2.4%	● 2.0%	3	● 2.5%	● 2.5%	< 3	-	-
<b>Pipefitters/Plumbers</b>	16	● 2.5%	● 2.2%	5	● 2.9%	● 3.2%	4	● 2.9%	● 3.1%
<b>Plumbers</b>	< 3	-	-	< 3	-	-	< 3	-	-
<b>Plasterers</b>	8	● 1.6%	● 1.6%	< 3	-	-	< 3	-	-
<b>Sheet Metal Workers</b>	26	● 2.2%	● 2.3%	14	● 2.6%	● 2.6%	12	● 2.7%	● 2.6%
<b>Teamsters</b>	11	● 2.7%	● 2.6%	5	● 2.3%	● 2.5%	3	● 2.7%	● 2.6%
<b>United States</b>	<b>447</b>	<b>2.2%</b>	<b>2.2%</b>	<b>162</b>	<b>2.6%</b>	<b>2.6%</b>	<b>130</b>	<b>2.6%</b>	<b>2.6%</b>

● Equal to or lower than United States results      ● Higher than United States results

The following associations sponsor this report:

- Associated General Contractors of America (AGC)
- Finishing Contractors Association (FCA)
- International Council of Employers of Bricklayers and Allied Craftworkers (ICE)
- Mechanical Contractors Association of America (MCAA)
- National Association of Construction Boilermaker Employers (NACBE)
- National Electrical Contractors Association (NECA)
- National Fire Sprinkler Association (NFSA)
- North American Contractors Association (NACA)
- Sheet Metal and Air Conditioning Contractors' National Association (SMACNA)
- The Association of Union Constructors (TAUC)

## Settlements by Craft (continued)

**Exhibit 9** outlines first year settlements in 2013 as dollar amounts. Results ranged from a low of \$0.59 (median = \$0.67) for Insulators to a high of \$1.37 (median = \$1.25) for Plumbers/Pipefitters.

### Exhibit 9

Settlements by craft shown as dollar amounts

Craft	First Year			Second Year			Third Year		
	Count	Average	Median	Count	Average	Median	Count	Average	Median
Boilermakers	< 3	-	-	< 3	-	-	< 3	-	-
Bricklayers	47	● \$1.05	● \$1.00	22	● \$1.46	● \$1.38	13	● \$1.30	● \$1.25
Carpenters	49	● \$1.00	● \$1.00	20	● \$1.46	● \$1.40	18	● \$1.56	● \$1.29
Cement Masons	39	● \$0.99	● \$0.85	19	● \$1.11	● \$1.00	18	● \$1.04	● \$0.97
Electricians	29	● \$1.00	● \$0.85	12	● \$1.08	● \$0.96	7	● \$1.03	● \$0.91
Insulators	10	● \$0.59	● \$0.67	< 3	-	-	< 3	-	-
Iron Workers	81	● \$1.01	● \$0.87	12	● \$1.19	● \$1.20	10	● \$1.21	● \$1.20
Laborers	58	● \$0.85	● \$0.74	27	● \$1.22	● \$1.30	23	● \$1.42	● \$1.45
Millwrights	24	● \$1.13	● \$1.16	10	● \$1.36	● \$1.23	8	● \$1.45	● \$1.23
Operating Engineers	27	● \$1.17	● \$1.10	11	● \$1.26	● \$1.05	10	● \$1.32	● \$1.10
Painters	20	● \$0.93	● \$0.71	3	● \$1.07	● \$1.25	< 3	-	-
Pipefitters/Plumbers	16	● \$1.37	● \$1.25	5	● \$1.90	● \$2.05	4	● \$2.04	● \$2.23
Plumbers	< 3	-	-	< 3	-	-	< 3	-	-
Plasterers	8	● \$0.69	● \$0.67	< 3	-	-	< 3	-	-
Sheet Metal Workers	26	● \$1.10	● \$1.19	14	● \$1.48	● \$1.42	12	● \$1.56	● \$1.49
Teamsters	11	● \$0.99	● \$0.81	5	● \$0.97	● \$1.00	3	● \$1.28	● \$1.24
<b>United States</b>	<b>447</b>	<b>\$1.00</b>	<b>\$0.92</b>	<b>162</b>	<b>\$1.30</b>	<b>\$1.25</b>	<b>130</b>	<b>\$1.34</b>	<b>\$1.20</b>

● Equal to or lower than United States results

● Higher than United States results

The November 2013 unemployment rate in the construction industry was 8.6 percent, down considerably from 12.2 at the same time last year.

The November 2013 unemployment rate for the United States was 7.0 percent.\*

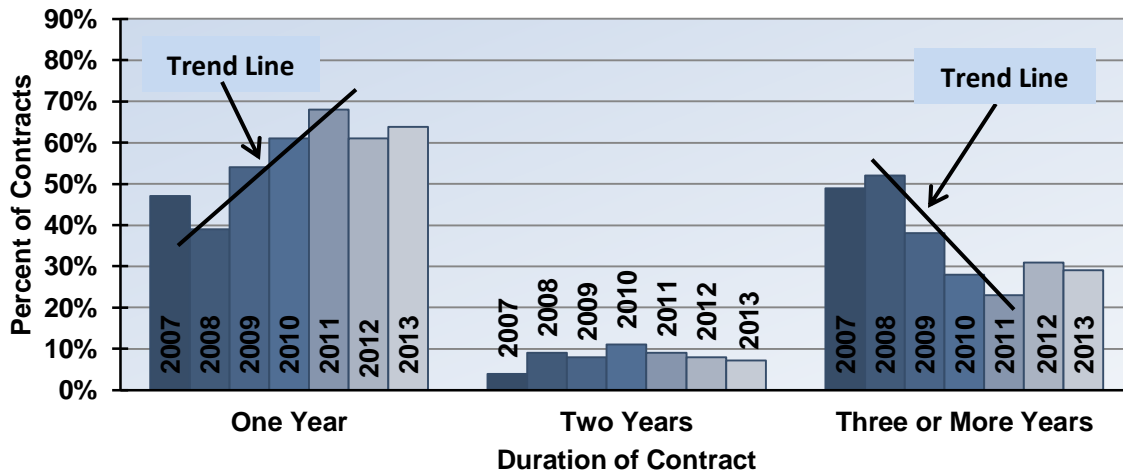
\*Source: Bureau of Labor Statistics

## Contract Length

From 2008 to 2011 there was a definite trend toward shortening the number of years in contract settlements. To illustrate, in 2008, 39 percent of the contracts were for one year and by 2011, 68 percent were for one year, nearly a 30 percent increase in just three years. Conversely, the percent of three year or longer terms went from 52 percent to 23 percent during this same time.

However, beginning in 2012 this trend stopped, with the percent of agreements for one year declining to 61 percent in 2012 and then settling at 64 percent in 2013, as shown in **Exhibit 10**. Additionally, the percent of settlements with three year or longer terms has stopped its decline, remaining at about 25 – 30 percent from 2011 to 2013.

**Exhibit 10**  
*Contract length trend*



The Consumer Price Index (CPI) rose by 1.2 percent for the 12 months ending November 2013\*

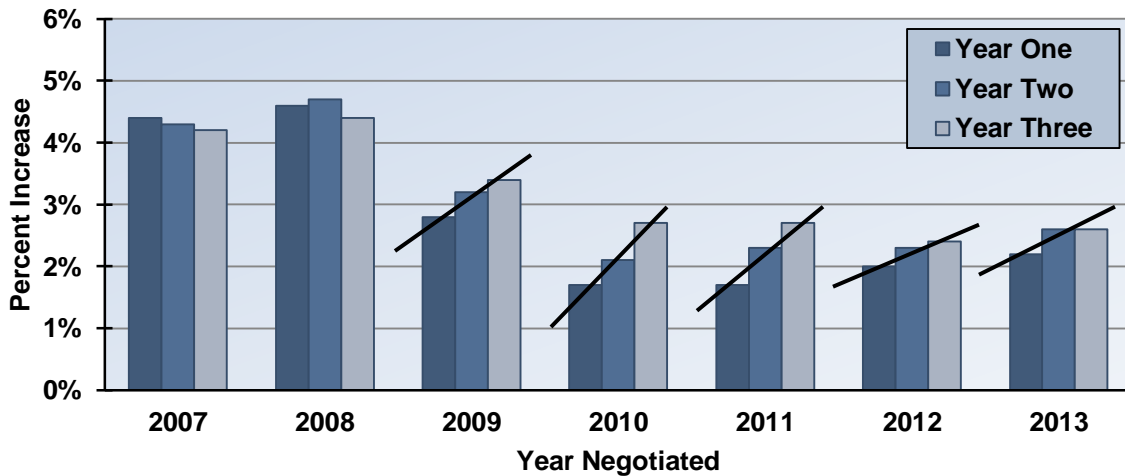
\*Source: Bureau of Labor Statistics

## Multiyear Settlements Trend

As illustrated by **Exhibits 11 and 12**, from 2009 – 2013, the trend was for smaller increases, but with each successive contract year containing a larger increase than the previous year, on average. In other words, year two had a larger increase than year one and year three had a larger increase than year two. Although this trend was less pronounced in 2012 and 2013, it still seems to be playing a role in contract negotiations. This trend is visually evident when carefully looking at the percent increase chart (**Exhibit 11**), and especially the dollar increase chart (**Exhibit 12**).

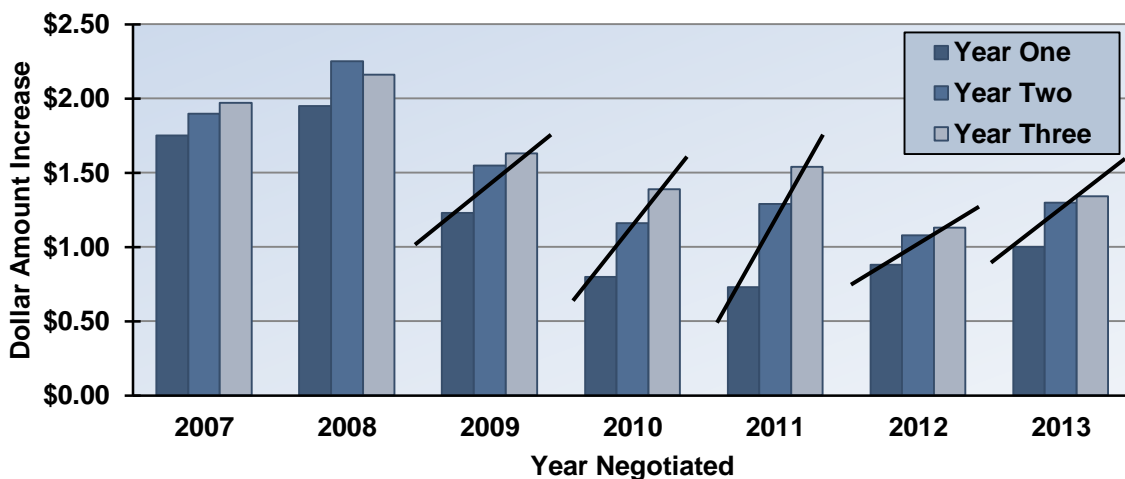
### Exhibit 11

Multiyear settlements trend shown as percents for years one, two, and three



### Exhibit 12

Multiyear settlements trend shown as dollars for years one, two, and three





Additional reports are available upon request. Companies/contractors, chapters, and local affiliates who are members of CLRC's sponsor associations (see p. 4) receive discounted rates.

Report	Description	Benefit
<b>Market Share Analysis</b>	Shows what percent of a given industry (e.g., plumbing/pipefitting, carpenters) is worked by union contractors.	Allows management and labor to more precisely define their share of the market, and more importantly, the trend over time. Also, can document the impact of specific programs (e.g., market recovery, new classifications).
<b>Union – Nonunion Wage and Fringe Benefits Comparison</b>	Compares a specific local's wage and fringe benefits package to nonunion data for that craft in the same geographic region.	Tangibly shows the difference in both dollars and percents between union and nonunion pay and fringe benefits.
<b>Contract Costing</b>	Provides a detailed cost analysis of 8–12 categories in a contract (e.g., 2 <sup>nd</sup> shift, foreman ratio, clean-up time) on a per employee per hour and total contract cost basis.	Helps the parties in collective bargaining better understand the real costs associated with contract language clauses.
<b>Wage and Fringe Benchmark Comparison</b>	Graphs actual wage and fringe benefits rates compared to indexes (e.g., CPI, nonunion) over time to show the trend.	Compares actual pay to what it would have been using an index.
<b>Custom</b>	Tell us what you are looking for, we can probably help you.	Offers you greater understanding and useful data to use during collective bargaining or internal business decisions.

**Construction Labor Research Council**

1250 Connecticut Avenue, NW  
 Suite 200  
 Washington, DC 20036  
 202.347.8440  
[www.clrcconsulting.org](http://www.clrcconsulting.org)

This report has been prepared from information collected and maintained by CLRC. Reasonable efforts have been made to ensure the accuracy of the data, summaries and analyses. However, accuracy cannot be guaranteed. CLRC disclaims any liability from damages of any kind which may result from the use of this report.

**2013 SETTLEMENTS**

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
<b>Bricklayers</b>										
BIRMINGHAM,ALABAMA	\$31.38	\$32.30			\$0.92			2.9%	0.0%	
HUNTSVILLE, ALABAMA	\$31.38	\$32.30			\$0.92			2.9%	0.0%	
BAKERSFIELD, CALIFO	\$46.80	\$47.51	\$48.57		\$0.71	\$1.06		1.5%	2.2%	
FRESNO, CALIFORNIA	\$55.30	\$57.70	\$59.95		\$2.40	\$2.25		4.3%	3.9%	
LOS ANGELES, CALIFO	\$49.01	\$50.85	\$51.85	\$52.85	\$1.84	\$1.00	\$1.00	3.8%	2.0%	1.9%
MONTEREY, CALIFORNI	\$60.28	\$62.28	\$64.53		\$2.00	\$2.25		3.3%	3.6%	
OAKLAND, CALIFORNIA	\$61.50	\$63.50	\$65.75		\$2.00	\$2.25		3.3%	3.5%	
SACRAMENTO, CALIFO	\$56.05	\$57.47	\$59.72		\$1.42	\$2.25		2.5%	3.9%	
SAN BERNARDINO, CAL	\$46.88	\$47.59	\$49.09	\$50.09	\$0.71	\$1.50	\$1.00	1.5%	3.2%	2.0%
SAN FRANCISCO, CALI	\$63.80	\$66.05	\$68.00		\$2.25	\$1.95		3.5%	3.0%	
SANTA ANA,CALIFORNI	\$47.35	\$48.67			\$1.32			2.8%	0.0%	
ATLANTA, GEORGIA	\$27.39	\$28.39			\$1.00			3.7%	0.0%	
BLOOMINGTON, ILLINOI	\$49.22	\$49.92			\$0.70			1.4%	0.0%	
CHICAGO, ILLINOIS	\$61.23	\$62.88	\$64.88	\$67.28	\$1.65	\$2.00	\$2.40	2.7%	3.2%	3.7%
DECATUR, ILLINOIS	\$47.37	\$49.16			\$1.79			3.8%	0.0%	
ROCK ISLAND, ILLINOIS	\$40.64	\$40.64	\$41.89	\$43.14	\$0.00	\$1.25	\$1.25	0.0%	3.1%	3.0%
LOUISVILLE, KENTUCK	\$34.22	\$34.78			\$0.56			1.6%	0.0%	
PADUCAH, KENTUCKY	\$33.78	\$33.96			\$0.18			0.5%	0.0%	
MARQUETTE, MICHIGA	\$40.51	\$41.26			\$0.75			1.9%	0.0%	
DULUTH, MINNESOTA	\$46.56	\$47.46	\$48.46	\$49.56	\$0.90	\$1.00	\$1.10	1.9%	2.1%	2.3%
MINNEAPOLIS, MINNES	\$47.96	\$48.81	\$49.96	\$51.26	\$0.85	\$1.15	\$1.30	1.8%	2.4%	2.6%

**2013 SETTLEMENTS**

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
ROCHESTER, MINNESO	\$46.73	\$47.63	\$48.63	\$49.73	\$0.90	\$1.00	\$1.10	1.9%	2.1%	2.3%
ST. CLOUD, MINNESOT	\$44.74	\$45.64	\$46.64	\$47.74	\$0.90	\$1.00	\$1.10	2.0%	2.2%	2.4%
ATLANTIC CITY, NEW J	\$63.25	\$64.92	\$66.42	\$67.92	\$1.67	\$1.50	\$1.50	2.6%	2.3%	2.3%
CAMDEN, NEW JERSEY	\$63.25	\$64.92	\$66.42	\$67.92	\$1.67	\$1.50	\$1.50	2.6%	2.3%	2.3%
NEWARK, NEW JERSE	\$62.45	\$63.92	\$65.42	\$66.92	\$1.47	\$1.50	\$1.50	2.4%	2.3%	2.3%
PATERSON, NEW JERS	\$62.45	\$63.92	\$65.42	\$66.92	\$1.47	\$1.50	\$1.50	2.4%	2.3%	2.3%
SYRACUSE, NEW YORK	\$45.75	\$46.93	\$48.18		\$1.18	\$1.25		2.6%	2.7%	
UTICA, NEW YORK	\$45.13	\$46.37	\$47.62		\$1.24	\$1.25		2.7%	2.7%	
WATERTOWN, NEW Y	\$46.40	\$47.58			\$1.18			2.5%	0.0%	
OSWEGO,NEW YORK	\$47.50	\$48.70	\$49.95		\$1.20	\$1.25		2.5%	2.6%	
CANTON, OHIO	\$36.75	\$37.08			\$0.33			0.9%	0.0%	
DAYTON, OHIO	\$35.39	\$35.91	\$36.41	\$37.01	\$0.52	\$0.50	\$0.60	1.5%	1.4%	1.6%
CHATTANOOGA, TENN	\$26.02	\$26.34			\$0.32			1.2%	0.0%	
KNOXVILLE, TENNESSE	\$23.59	\$23.66			\$0.07			0.3%	0.0%	
MEMPHIS, TENNESSEE	\$28.11	\$28.53			\$0.42			1.5%	0.0%	
NASHVILLE, TENNESSE	\$25.25	\$25.32			\$0.07			0.3%	0.0%	
EAU CLAIRE, WISCONS	\$46.87	\$47.90			\$1.03			2.2%	0.0%	
JANESVILLE, WISCONS	\$48.56	\$49.56			\$1.00			2.1%	0.0%	
KENOSHA, WISCONSIN	\$51.95	\$52.89			\$0.94			1.8%	0.0%	
LA CROSSE, WISCONSI	\$46.85	\$47.90			\$1.05			2.2%	0.0%	
MADISON, WISCONSIN	\$48.58	\$49.56			\$0.98			2.0%	0.0%	
MILWAUKEE, WISCONS	\$54.47	\$55.09			\$0.62			1.1%	0.0%	

**2013 SETTLEMENTS**

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
SUPERIOR, WISCONSI	\$51.38	\$52.26			\$0.88			1.7%	0.0%	
WAUSAU, WISCONSIN	\$46.90	\$47.90			\$1.00			2.1%	0.0%	
OSHKOSH, WISCONSIN	\$46.87	\$47.90			\$1.03			2.2%	0.0%	
CHARLESTON, WEST V <b>Carpenters</b>	\$46.85	\$47.96			\$1.11			2.4%	0.0%	
BIRMINGHAM,ALABAMA	\$32.05	\$32.78			\$0.73			2.3%	0.0%	
HUNTSVILLE, ALABAMA	\$29.84	\$29.84			\$0.00			0.0%	0.0%	
LOS ANGELES, CALIFO	\$51.30	\$52.30			\$1.00			1.9%	0.0%	
MONTEREY, CALIFORNI	\$58.76	\$60.01			\$1.25			2.1%	0.0%	
SACRAMENTO, CALIFO	\$59.06	\$60.76			\$1.70			2.9%	0.0%	
SAN FRANCISCO, CALI	\$64.60	\$66.10	\$68.05		\$1.50	\$1.95		2.3%	3.0%	
WASHINGTON, D.C.	\$34.14	\$34.34			\$0.20			0.6%	0.0%	
ATLANTA, GEORGIA	\$31.03	\$31.03			\$0.00			0.0%	0.0%	
CHAMPAIGN, ILLINOIS	\$49.70	\$50.95			\$1.25			2.5%	0.0%	
DECATUR, ILLINOIS	\$49.70	\$50.95			\$1.25			2.5%	0.0%	
PEORIA, ILLINOIS	\$50.44	\$51.69			\$1.25			2.5%	0.0%	
QUINCY, ILLINOIS	\$49.70	\$50.95			\$1.25			2.5%	0.0%	
ROCK ISLAND, ILLINOIS	\$42.62	\$44.02	\$45.42	\$46.82	\$1.40	\$1.40	\$1.40	3.3%	3.2%	3.1%
SPRINGFIELD, ILLINOIS	\$49.70	\$50.95			\$1.25			2.5%	0.0%	
LOUISVILLE, KENTUCK	\$38.03	\$39.18			\$1.15			3.0%	0.0%	
MARQUETTE, MICHIGA	\$39.67	\$40.17	\$40.92	\$41.67	\$0.50	\$0.75	\$0.75	1.3%	1.9%	1.8%
MINNEAPOLIS, MINNES	\$48.66	\$49.51	\$50.91	\$52.36	\$0.85	\$1.40	\$1.45	1.7%	2.8%	2.8%

**2013 SETTLEMENTS**

	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>\$ Diff 1-2</b>	<b>\$ Diff 2-3</b>	<b>\$ Diff 3-4</b>	<b>% Diff 1-2</b>	<b>% Diff 2-3</b>	<b>% Diff 3-4</b>
ROCHESTER, MINNESO	\$41.53	\$42.38	\$43.78		\$0.85	\$1.40		2.0%	3.3%	
ST. CLOUD, MINNESOT	\$39.51	\$40.36	\$41.76	\$43.21	\$0.85	\$1.40	\$1.45	2.2%	3.5%	3.5%
COLUMBIA, MISSOURI	\$37.34	\$38.13	\$39.81	\$40.65	\$0.79	\$1.68	\$0.84	2.1%	4.4%	2.1%
KANSAS CITY, MISSOU	\$50.35	\$51.48			\$1.13			2.2%	0.0%	
ST. LOUIS, MISSOURI	\$47.93	\$49.02	\$50.22	\$51.39	\$1.09	\$1.20	\$1.17	2.3%	2.4%	2.3%
ATLANTIC CITY, NEW J	\$64.11	\$65.61	\$67.61	\$70.11	\$1.50	\$2.00	\$2.50	2.3%	3.0%	3.7%
ELIZABETH, NEW JERS	\$64.11	\$65.61	\$67.61	\$70.11	\$1.50	\$2.00	\$2.50	2.3%	3.0%	3.7%
JERSEY CITY, NEW JE	\$64.11	\$65.61	\$67.61	\$70.11	\$1.50	\$2.00	\$2.50	2.3%	3.0%	3.7%
NEWARK, NEW JERSE	\$64.11	\$65.61	\$67.61	\$70.11	\$1.50	\$2.00	\$2.50	2.3%	3.0%	3.7%
TRENTON, NEW JERSE	\$64.11	\$65.61	\$67.61	\$70.11	\$1.50	\$2.00	\$2.50	2.3%	3.0%	3.7%
BERGEN COUNTY, NE	\$64.11	\$65.61	\$67.61	\$70.11	\$1.50	\$2.00	\$2.50	2.3%	3.0%	3.7%
AKRON, OHIO	\$39.97	\$40.62	\$41.68	\$42.74	\$0.65	\$1.06	\$1.06	1.6%	2.6%	2.5%
CANTON, OHIO	\$36.79	\$37.79	\$38.72	\$39.65	\$1.00	\$0.93	\$0.93	2.7%	2.5%	2.4%
CLEVELAND, OHIO	\$43.43	\$44.52	\$45.62	\$46.72	\$1.09	\$1.10	\$1.10	2.5%	2.5%	2.4%
COLUMBUS, OHIO	\$36.33	\$37.46			\$1.13			3.1%	0.0%	
LIMA, OHIO	\$38.28	\$39.17			\$0.89			2.3%	0.0%	
MARIETTA, OHIO	\$41.33	\$42.14			\$0.81			2.0%	0.0%	
PORTSMOUTH, OHIO	\$43.40	\$45.43			\$2.03			4.7%	0.0%	
STEUBENVILLE, OHIO	\$39.21	\$40.21	\$41.21	\$42.21	\$1.00	\$1.00	\$1.00	2.6%	2.5%	2.4%
TOLEDO, OHIO	\$43.37	\$44.27			\$0.90			2.1%	0.0%	
PORTLAND, OREGON	\$45.62	\$46.62	\$47.62	\$48.62	\$1.00	\$1.00	\$1.00	2.2%	2.1%	2.1%
PROVIDENCE, RHODE I	\$53.20	\$54.20	\$55.20	\$56.20	\$1.00	\$1.00	\$1.00	1.9%	1.8%	1.8%

**2013 SETTLEMENTS**

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
CHATTANOOGA, TENN	\$27.35	\$27.90			\$0.55			2.0%	0.0%	
MEMPHIS, TENNESSEE	\$30.83	\$31.78			\$0.95			3.1%	0.0%	
NASHVILLE, TENNESSE	\$30.50	\$31.60			\$1.10			3.6%	0.0%	
HOUSTON, TEXAS	\$28.08	\$28.53			\$0.45			1.6%	0.0%	
SPOKANE, WASHINGT	\$38.89	\$38.89			\$0.00			0.0%	0.0%	
APPLETON, WISCONSI	\$46.02	\$46.85			\$0.83			1.8%	0.0%	
JANESVILLE, WISCONS	\$46.02	\$46.85			\$0.83			1.8%	0.0%	
MADISON, WISCONSIN	\$46.02	\$46.85			\$0.83			1.8%	0.0%	
MILWAUKEE, WISCONS	\$52.10	\$52.85			\$0.75			1.4%	0.0%	
CHARLESTON, WEST V	\$44.70	\$45.43			\$0.73			1.6%	0.0%	
<b>Cement Masons</b>										
HUNTSVILLE, ALABAMA	\$28.79	\$29.19			\$0.40			1.4%	0.0%	
SAN DIEGO, CALIFORNI	\$39.67	\$40.92	\$42.17	\$43.42	\$1.25	\$1.25	\$1.25	3.2%	3.1%	3.0%
SAN FRANCISCO, CALI	\$50.74	\$52.29	\$53.84	\$55.54	\$1.55	\$1.55	\$1.70	3.1%	3.0%	3.2%
WASHINGTON, D.C.	\$36.73	\$36.73			\$0.00			0.0%	0.0%	
ATLANTA, GEORGIA	\$28.79	\$29.19			\$0.40			1.4%	0.0%	
CENTRALIA, ILLINOIS	\$40.20	\$41.40			\$1.20			3.0%	0.0%	
CHAMPAIGN, ILLINOIS	\$44.76	\$46.01	\$47.26	\$48.51	\$1.25	\$1.25	\$1.25	2.8%	2.7%	2.6%
CHICAGO, ILLINOIS	\$64.86	\$66.99	\$69.19	\$71.46	\$2.13	\$2.20	\$2.27	3.3%	3.3%	3.3%
DECATUR, ILLINOIS	\$47.14	\$48.32	\$49.50		\$1.18	\$1.18		2.5%	2.4%	
JOLIET, ILLINOIS	\$64.93	\$67.04			\$2.11			3.2%	0.0%	
ROCK ISLAND, ILLINOIS	\$40.50	\$41.44	\$42.64	\$43.49	\$0.94	\$1.20	\$0.85	2.3%	2.9%	2.0%

**2013 SETTLEMENTS**

	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>%</b>	<b>%</b>	<b>%</b>
					<b>Diff 1-2</b>	<b>Diff 2-3</b>	<b>Diff 3-4</b>	<b>Diff 1-2</b>	<b>Diff 2-3</b>	<b>Diff 3-4</b>
ELGIN, ILLINOIS	\$65.01	\$66.92			\$1.91			2.9%	0.0%	
DU PAGE CTY, ILLINOIS	\$63.30	\$66.91			\$3.61			5.7%	0.0%	
LAKE CTY, ILLINOIS	\$65.03	\$67.13			\$2.10			3.2%	0.0%	
EVANSVILLE, INDIANA	\$39.30	\$40.05			\$0.75			1.9%	0.0%	
FT. WAYNE, INDIANA	\$33.83	\$34.37	\$34.92	\$35.47	\$0.54	\$0.55	\$0.55	1.6%	1.6%	1.6%
INDIANAPOLIS, INDIAN	\$38.85	\$39.60	\$40.35	\$41.10	\$0.75	\$0.75	\$0.75	1.9%	1.9%	1.9%
LAFAYETTE, INDIANA	\$38.20	\$39.20			\$1.00			2.6%	0.0%	
TERRE HAUTE, INDIAN	\$35.15	\$35.90			\$0.75			2.1%	0.0%	
LOUISVILLE, KENTUCK	\$30.40	\$31.05	\$31.55	\$32.05	\$0.65	\$0.50	\$0.50	2.1%	1.6%	1.6%
MINNEAPOLIS, MINNES	\$48.04	\$48.89	\$50.04	\$51.34	\$0.85	\$1.15	\$1.30	1.8%	2.4%	2.6%
ROCHESTER, MINNESO	\$40.91	\$41.81	\$42.81	\$43.91	\$0.90	\$1.00	\$1.10	2.2%	2.4%	2.6%
ST. CLOUD, MINNESOT	\$44.49	\$45.39	\$46.39	\$47.49	\$0.90	\$1.00	\$1.10	2.0%	2.2%	2.4%
KANSAS CITY, MISSOU	\$46.93	\$47.43	\$47.93	\$48.68	\$0.50	\$0.50	\$0.75	1.1%	1.1%	1.6%
ST. LOUIS, MISSOURI	\$44.08	\$45.23	\$46.38	\$47.53	\$1.15	\$1.15	\$1.15	2.6%	2.5%	2.5%
AKRON, OHIO	\$41.53	\$42.59			\$1.06			2.6%	0.0%	
CLEVELAND, OHIO	\$44.11	\$45.34	\$46.32	\$47.30	\$1.23	\$0.98	\$0.98	2.8%	2.2%	2.1%
COLUMBUS, OHIO	\$36.18	\$36.68	\$37.28	\$37.88	\$0.50	\$0.60	\$0.60	1.4%	1.6%	1.6%
DAYTON, OHIO	\$34.83	\$35.58	\$36.38	\$37.13	\$0.75	\$0.80	\$0.75	2.2%	2.2%	2.1%
PORTSMOUTH, OHIO	\$45.42	\$46.36	\$47.29	\$48.24	\$0.94	\$0.93	\$0.95	2.1%	2.0%	2.0%
YOUNGSTOWN, OHIO	\$41.86	\$42.86			\$1.00			2.4%	0.0%	
PORTLAND, OREGON	\$42.46	\$43.31	\$45.86	\$46.71	\$0.85	\$2.55	\$0.85	2.0%	5.9%	1.9%
CHATTANOOGA, TENN	\$28.41	\$28.95			\$0.54			1.9%	0.0%	

**2013 SETTLEMENTS**

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
KNOXVILLE, TENNESSE	\$28.41	\$28.95			\$0.54			1.9%	0.0%	
NASHVILLE, TENNESSE	\$27.65	\$28.05			\$0.40			1.4%	0.0%	
HOUSTON, TEXAS	\$27.37	\$27.37			\$0.00			0.0%	0.0%	
MADISON, WISCONSIN	\$47.21	\$48.06			\$0.85			1.8%	0.0%	
MILWAUKEE, WISCONS	\$49.30	\$49.70			\$0.40			0.8%	0.0%	
CHARLESTON, WEST V	\$43.18	\$43.98			\$0.80			1.9%	0.0%	
<b>Crane Operators</b>										
HUNTSVILLE, ALABAMA	\$31.88	\$31.88			\$0.00			0.0%	0.0%	
LOS ANGELES, CALIFO	\$59.37	\$61.07			\$1.70			2.9%	0.0%	
SAN DIEGO, CALIFORNI	\$56.83	\$58.50			\$1.67			2.9%	0.0%	
SAN FRANCISCO, CALI	\$66.27	\$68.32	\$70.37	\$72.47	\$2.05	\$2.05	\$2.10	3.1%	3.0%	3.0%
WASHINGTON, D.C.	\$40.69	\$41.91			\$1.22			3.0%	0.0%	
TAMPA, FLORIDA	\$40.01	\$40.76			\$0.75			1.9%	0.0%	
ATLANTA, GEORGIA	\$38.58	\$39.58			\$1.00			2.6%	0.0%	
CHICAGO, ILLINOIS	\$72.35	\$74.70	\$77.05	\$79.40	\$2.35	\$2.35	\$2.35	3.2%	3.1%	3.0%
FT. WAYNE, INDIANA	\$44.13	\$45.23	\$45.98	\$46.33	\$1.10	\$0.75	\$0.35	2.5%	1.7%	0.8%
HENDERSON, KENTUC	\$39.13	\$40.26			\$1.13			2.9%	0.0%	
DETROIT, MICHIGAN	\$56.79	\$59.09			\$2.30			4.1%	0.0%	
MINNEAPOLIS, MINNES	\$48.64	\$49.54	\$50.89	\$52.39	\$0.90	\$1.35	\$1.50	1.9%	2.7%	2.9%
ST. LOUIS, MISSOURI	\$51.42	\$53.07	\$54.17	\$55.32	\$1.65	\$1.10	\$1.15	3.2%	2.1%	2.1%
AKRON, OHIO	\$44.74	\$45.84	\$46.89	\$47.94	\$1.10	\$1.05	\$1.05	2.5%	2.3%	2.2%
CINCINNATI, OH	\$43.25	\$44.35	\$45.40	\$46.45	\$1.10	\$1.05	\$1.05	2.5%	2.4%	2.3%



**2013 SETTLEMENTS**

	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>\$ Diff 1-2</b>	<b>\$ Diff 2-3</b>	<b>\$ Diff 3-4</b>	<b>% Diff 1-2</b>	<b>% Diff 2-3</b>	<b>% Diff 3-4</b>
COLUMBUS, OHIO	\$43.25	\$44.35	\$45.40	\$46.45	\$1.10	\$1.05	\$1.05	2.5%	2.4%	2.3%
DAYTON, OHIO	\$43.25	\$43.84			\$0.59			1.4%	0.0%	
TOLEDO, OHIO	\$44.00	\$45.10	\$46.15	\$47.20	\$1.10	\$1.05	\$1.05	2.5%	2.3%	2.3%
PORTLAND, OREGON	\$47.72	\$48.51	\$49.30		\$0.79	\$0.79		1.7%	1.6%	
CHATTANOOGA, TENN	\$33.84	\$34.49			\$0.65			1.9%	0.0%	
KNOXVILLE, TENNESSE	\$33.84	\$34.49			\$0.65			1.9%	0.0%	
MEMPHIS, TENNESSEE	\$33.72	\$34.87			\$1.15			3.4%	0.0%	
NASHVILLE, TENNESSE	\$33.72	\$34.87			\$1.15			3.4%	0.0%	
DALLAS, TEXAS	\$35.72	\$36.82			\$1.10			3.1%	0.0%	
MADISON, WISCONSIN	\$52.62	\$53.57			\$0.95			1.8%	0.0%	
MILWAUKEE, WISCONS	\$53.74	\$54.94	\$56.24	\$57.79	\$1.20	\$1.30	\$1.55	2.2%	2.4%	2.8%
CHARLESTON, WEST V <b>Ironworkers-Struct.</b>	\$49.76	\$50.94			\$1.18			2.4%	0.0%	
ANCHORAGE, ALASKA	\$56.09	\$58.13			\$2.04			3.6%	0.0%	
BIRMINGHAM, ALABAMA	\$36.11	\$36.11			\$0.00			0.0%	0.0%	
HUNTSVILLE, ALABAMA	\$35.20	\$36.12			\$0.92			2.6%	0.0%	
SHEFFIELD, ALABAMA	\$32.86	\$33.73			\$0.87			2.6%	0.0%	
LITTLE ROCK, ARKANS	\$32.87	\$33.69			\$0.82			2.5%	0.0%	
HARTFORD, CONNECTI	\$60.83	\$61.83			\$1.00			1.6%	0.0%	
WASHINGTON, D.C.	\$44.24	\$45.62	\$47.12		\$1.38	\$1.50		3.1%	3.3%	
WILMINGTON, DELAWA	\$58.35	\$58.85			\$0.50			0.9%	0.0%	
ORLANDO, FLORIDA	\$33.88	\$34.88			\$1.00			3.0%	0.0%	

**2013 SETTLEMENTS**

	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>\$</b> <b>Diff 1-2</b>	<b>\$</b> <b>Diff 2-3</b>	<b>\$</b> <b>Diff 3-4</b>	<b>%</b> <b>Diff 1-2</b>	<b>%</b> <b>Diff 2-3</b>	<b>%</b> <b>Diff 3-4</b>
TAMPA, FLORIDA	\$39.34	\$40.07			\$0.73			1.9%	0.0%	
ATLANTA, GEORGIA	\$33.74	\$34.34			\$0.60			1.8%	0.0%	
BURLINGTON, IOWA	\$41.34	\$42.89			\$1.55			3.7%	0.0%	
CEDAR RAPIDS, IOWA	\$41.57	\$41.57			\$0.00			0.0%	0.0%	
SIOUX CITY, IOWA	\$32.29	\$33.46			\$1.17			3.6%	0.0%	
CHICAGO, ILLINOIS	\$73.04	\$75.11			\$2.07			2.8%	0.0%	
SOUTHWEST, ILLINOIS	\$52.60	\$53.70			\$1.10			2.1%	0.0%	
ROCK ISLAND, ILLINOIS	\$47.99	\$49.67	\$51.02	\$52.47	\$1.68	\$1.35	\$1.45	3.5%	2.7%	2.8%
WICHITA, KANSAS	\$30.50	\$30.70			\$0.20			0.7%	0.0%	
ASHLAND, KENTUCKY	\$50.45	\$51.47			\$1.02			2.0%	0.0%	
PADUCAH, KENTUCKY	\$42.17	\$43.46			\$1.29			3.1%	0.0%	
BATON ROUGE, LOUISI	\$28.13	\$28.86			\$0.73			2.6%	0.0%	
NEW ORLEANS, LOUISI	\$28.08	\$28.08			\$0.00			0.0%	0.0%	
SHREVEPORT, LOUISIA	\$28.18	\$28.88			\$0.70			2.5%	0.0%	
BOSTON, MASSACHUS	\$64.25	\$67.11			\$2.86			4.5%	0.0%	
SPRINGFIELD, MASSAC	\$53.95	\$55.68			\$1.73			3.2%	0.0%	
BALTIMORE, MARYLAN	\$43.44	\$43.93			\$0.49			1.1%	0.0%	
PORTLAND, MAINE	\$41.62	\$42.09			\$0.47			1.1%	0.0%	
DETROIT, MICHIGAN	\$57.96	\$58.71			\$0.75			1.3%	0.0%	
MARQUETTE, MICHIGA	\$48.11	\$48.76	\$49.51	\$50.26	\$0.65	\$0.75	\$0.75	1.4%	1.5%	1.5%
DULUTH, MINNESOTA	\$49.86	\$50.91	\$52.46	\$54.11	\$1.05	\$1.55	\$1.65	2.1%	3.0%	3.1%
ST. PAUL, MINNESOTA	\$54.70	\$55.60	\$56.95	\$58.45	\$0.90	\$1.35	\$1.50	1.6%	2.4%	2.6%

**2013 SETTLEMENTS**

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
KANSAS CITY, MISSOU	\$53.85	\$55.50	\$57.05	\$58.55	\$1.65	\$1.55	\$1.50	3.1%	2.8%	2.6%
ST. LOUIS, MISSOURI	\$52.59	\$53.69	\$54.84	\$56.04	\$1.10	\$1.15	\$1.20	2.1%	2.1%	2.2%
JACKSON, MISSISSIPPI	\$27.09	\$27.09			\$0.00			0.0%	0.0%	
BILLINGS, MONTANA	\$44.19	\$44.92			\$0.73			1.7%	0.0%	
FARGO, NORTH DAKOT	\$45.24	\$45.24			\$0.00			0.0%	0.0%	
OMAHA, NEBRASKA	\$37.82	\$38.91			\$1.09			2.9%	0.0%	
ATLANTIC CITY, NEW J	\$67.60	\$71.15			\$3.55			5.3%	0.0%	
CAMDEN, NEW JERSEY	\$65.75	\$67.48			\$1.73			2.6%	0.0%	
NEWARK, NEW JERSE	\$75.44	\$79.09			\$3.65			4.8%	0.0%	
ALBUQUERQUE, NEW	\$37.47	\$37.47			\$0.00			0.0%	0.0%	
LAS VEGAS, NEVADA	\$57.13	\$58.58			\$1.45			2.5%	0.0%	
NEWBURGH, NEW YOR	\$70.55	\$72.55			\$2.00			2.8%	0.0%	
ROCHESTER, NEW YO	\$45.34	\$46.14	\$47.34		\$0.80	\$1.20		1.8%	2.6%	
SYRACUSE, NEW YORK	\$46.65	\$48.45	\$49.65	\$50.85	\$1.80	\$1.20	\$1.20	3.9%	2.5%	2.4%
UTICA, NEW YORK	\$45.64	\$46.51			\$0.87			1.9%	0.0%	
CANTON, OHIO	\$40.90	\$42.15			\$1.25			3.1%	0.0%	
COLUMBUS, OHIO	\$44.29	\$45.29			\$1.00			2.3%	0.0%	
DAYTON, OHIO	\$44.12	\$44.68	\$45.48	\$46.48	\$0.56	\$0.80	\$1.00	1.3%	1.8%	2.2%
TOLEDO, OHIO	\$47.37	\$47.37			\$0.00			0.0%	0.0%	
YOUNGSTOWN, OHIO	\$46.15	\$46.94	\$48.09	\$49.24	\$0.79	\$1.15	\$1.15	1.7%	2.4%	2.4%
OKLAHOMA CITY, OKLA	\$34.92	\$35.40			\$0.48			1.4%	0.0%	
TULSA, OKLAHOMA	\$30.65	\$31.35			\$0.70			2.3%	0.0%	

**2013 SETTLEMENTS**

	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>%</b>	<b>%</b>	<b>%</b>
					<b>Diff 1-2</b>	<b>Diff 2-3</b>	<b>Diff 3-4</b>	<b>Diff 1-2</b>	<b>Diff 2-3</b>	<b>Diff 3-4</b>
ERIE, PENNSYLVANIA	\$49.40	\$50.83			\$1.43			2.9%	0.0%	
HARRISBURG, PENNSY	\$53.77	\$55.37			\$1.60			3.0%	0.0%	
PITTSBURGH, PENNSY	\$55.10	\$56.70			\$1.60			2.9%	0.0%	
READING, PENNSYLV	\$52.95	\$54.15			\$1.20			2.3%	0.0%	
SCRANTON, PENNSYLV	\$55.32	\$56.32			\$1.00			1.8%	0.0%	
PROVIDENCE, RHODE I	\$53.29	\$55.36	\$56.06	\$56.76	\$2.07	\$0.70	\$0.70	3.9%	1.3%	1.2%
CHARLESTON, S.C.	\$29.45	\$30.55			\$1.10			3.7%	0.0%	
CHATTANOOGA, TENN	\$35.20	\$35.29			\$0.09			0.3%	0.0%	
KNOXVILLE, TENNESSE	\$31.50	\$33.28			\$1.78			5.7%	0.0%	
MEMPHIS, TENNESSEE	\$35.66	\$36.65			\$0.99			2.8%	0.0%	
NASHVILLE, TENNESSE	\$35.36	\$36.19			\$0.83			2.3%	0.0%	
AUSTIN, TEXAS	\$25.15	\$25.80			\$0.65			2.6%	0.0%	
DALLAS, TEXAS	\$26.90	\$27.60			\$0.70			2.6%	0.0%	
FT. WORTH, TEXAS	\$26.90	\$27.60			\$0.70			2.6%	0.0%	
GALVESTON, TEXAS	\$25.75	\$26.40			\$0.65			2.5%	0.0%	
HOUSTON, TEXAS	\$28.89	\$29.59			\$0.70			2.4%	0.0%	
SAN ANTONIO, TEXAS	\$23.85	\$24.65			\$0.80			3.4%	0.0%	
SALT LAKE CITY, UTAH	\$41.55	\$42.45			\$0.90			2.2%	0.0%	
NORFOLK, VIRGINIA	\$36.84	\$37.34			\$0.50			1.4%	0.0%	
RICHMOND, VIRGINIA	\$37.55	\$38.00			\$0.45			1.2%	0.0%	
ROANOKE, VIRGINIA	\$36.21	\$37.31			\$1.10			3.0%	0.0%	
SEATTLE, WASHINGTO	\$58.11	\$58.86			\$0.75			1.3%	0.0%	

**2013 SETTLEMENTS**

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
SPOKANE, WASHINGT	\$51.57	\$52.32			\$0.75			1.5%	0.0%	
MADISON, WISCONSIN	\$50.31	\$51.11			\$0.80			1.6%	0.0%	
MILWAUKEE, WISCONS	\$52.88	\$53.39			\$0.51			1.0%	0.0%	
CHARLESTON, WEST V	\$48.01	\$49.69			\$1.68			3.5%	0.0%	
PARKERSBURG, WEST	\$47.21	\$48.18			\$0.97			2.1%	0.0%	
WHEELING, WEST VIR	\$46.20	\$46.20			\$0.00			0.0%	0.0%	
<b>Laborers-Bldg.</b>										
BIRMINGHAM,ALABAMA	\$23.48	\$23.90			\$0.42			1.8%	0.0%	
HUNTSVILLE, ALABAMA	\$21.75	\$22.55			\$0.80			3.7%	0.0%	
SACRAMENTO, CALIFO	\$43.94	\$45.44			\$1.50			3.4%	0.0%	
SAN DIEGO, CALIFORNI	\$42.08	\$43.95	\$45.35	\$46.90	\$1.87	\$1.40	\$1.55	4.4%	3.2%	3.4%
SAN FRANCISCO, CALI	\$43.84	\$45.19	\$46.54		\$1.35	\$1.35		3.1%	3.0%	
WASHINGTON, D.C.	\$28.05	\$28.61			\$0.56			2.0%	0.0%	
ATLANTA, GEORGIA	\$20.12	\$20.47			\$0.35			1.7%	0.0%	
CHAMPAIGN, ILLINOIS	\$42.87	\$45.67	\$46.97		\$2.80	\$1.30		6.5%	2.8%	
CHICAGO, ILLINOIS	\$58.19	\$60.08	\$61.97	\$63.86	\$1.89	\$1.89	\$1.89	3.2%	3.1%	3.0%
DANVILLE, ILLINOIS	\$43.25	\$44.65	\$45.95		\$1.40	\$1.30		3.2%	2.9%	
DECATUR, ILLINOIS	\$43.63	\$44.88	\$46.18		\$1.25	\$1.30		2.9%	2.9%	
SOUTHWEST, ILLINOIS	\$46.30	\$47.62			\$1.32			2.9%	0.0%	
JOLIET, ILLINOIS	\$58.19	\$60.09			\$1.90			3.3%	0.0%	
ROCK ISLAND, ILLINOIS	\$36.39	\$37.45	\$38.60	\$39.80	\$1.06	\$1.15	\$1.20	2.9%	3.1%	3.1%
SPRINGFIELD, ILLINOIS	\$44.60	\$45.85			\$1.25			2.8%	0.0%	

**2013 SETTLEMENTS**

	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>%</b>	<b>%</b>	<b>%</b>
					<b>Diff 1-2</b>	<b>Diff 2-3</b>	<b>Diff 3-4</b>	<b>Diff 1-2</b>	<b>Diff 2-3</b>	<b>Diff 3-4</b>
ELGIN, ILLINOIS	\$58.07	\$59.97			\$1.90			3.3%	0.0%	
WOOD RIVER, ILLINOIS	\$46.37	\$47.63			\$1.26			2.7%	0.0%	
O'FALLON, ILLINOIS	\$46.37	\$47.62			\$1.25			2.7%	0.0%	
ALTON, ILLINOIS	\$46.37	\$47.63			\$1.26			2.7%	0.0%	
GRANITE CITY, ILLINOI	\$45.95	\$47.62			\$1.67			3.6%	0.0%	
LAFAYETTE, INDIANA	\$32.48	\$33.03	\$33.61	\$34.03	\$0.55	\$0.58	\$0.42	1.7%	1.8%	1.2%
LOUISVILLE, KENTUCK	\$26.95	\$27.50			\$0.55			2.0%	0.0%	
PADUCAH, KENTUCKY	\$30.35	\$31.20			\$0.85			2.8%	0.0%	
MARQUETTE, MICHIGA	\$33.23	\$33.57	\$33.90	\$34.23	\$0.34	\$0.33	\$0.33	1.0%	1.0%	1.0%
SAGINAW, MICHIGAN	\$31.30	\$31.59			\$0.29			0.9%	0.0%	
MANKATO, MINNESOTA	\$33.20	\$34.05	\$34.95	\$36.00	\$0.85	\$0.90	\$1.05	2.6%	2.6%	3.0%
MINNEAPOLIS, MINNES	\$44.04	\$44.90	\$46.30	\$47.75	\$0.86	\$1.40	\$1.45	2.0%	3.1%	3.1%
ROCHESTER, MINNESO	\$35.27	\$36.12	\$37.02	\$38.07	\$0.85	\$0.90	\$1.05	2.4%	2.5%	2.8%
ST. CLOUD, MINNESOT	\$35.89	\$36.74	\$37.64	\$38.69	\$0.85	\$0.90	\$1.05	2.4%	2.4%	2.8%
COLUMBIA, MISSOURI	\$31.76	\$32.16	\$32.81	\$33.81	\$0.40	\$0.65	\$1.00	1.3%	2.0%	3.0%
JEFFERSON CITY, MISS	\$31.76	\$32.16	\$32.81	\$33.81	\$0.40	\$0.65	\$1.00	1.3%	2.0%	3.0%
ROLLA, MISSOURI	\$32.56	\$32.96	\$33.61	\$34.61	\$0.40	\$0.65	\$1.00	1.2%	2.0%	3.0%
SPRINGFIELD, MISSOU	\$29.91	\$30.43	\$31.15	\$31.89	\$0.52	\$0.72	\$0.74	1.7%	2.4%	2.4%
ATLANTIC CITY, NEW J	\$52.65	\$52.65	\$54.30	\$56.30	\$0.00	\$1.65	\$2.00	0.0%	3.1%	3.7%
CAMDEN, NEW JERSEY	\$52.65	\$52.65	\$54.30	\$56.30	\$0.00	\$1.65	\$2.00	0.0%	3.1%	3.7%
ELIZABETH, NEW JERS	\$52.65	\$52.65	\$54.30	\$56.30	\$0.00	\$1.65	\$2.00	0.0%	3.1%	3.7%
JERSEY CITY, NEW JE	\$52.65	\$52.65	\$54.30	\$56.30	\$0.00	\$1.65	\$2.00	0.0%	3.1%	3.7%

**2013 SETTLEMENTS**

	Year 1	Year 2	Year 3	Year 4	\$ Diff 1-2	\$ Diff 2-3	\$ Diff 3-4	% Diff 1-2	% Diff 2-3	% Diff 3-4
NEWARK, NEW JERSE	\$52.65	\$52.65	\$54.30	\$56.30	\$0.00	\$1.65	\$2.00	0.0%	3.1%	3.7%
PATERSON, NEW JERS	\$52.65	\$52.65	\$54.30	\$56.30	\$0.00	\$1.65	\$2.00	0.0%	3.1%	3.7%
PERTH AMBOY, NEW J	\$52.65	\$52.65	\$54.30	\$56.30	\$0.00	\$1.65	\$2.00	0.0%	3.1%	3.7%
TRENTON, NEW JERSE	\$52.65	\$52.65	\$54.30	\$56.30	\$0.00	\$1.65	\$2.00	0.0%	3.1%	3.7%
BERGEN COUNTY, NE	\$52.65	\$52.65	\$54.30	\$56.30	\$0.00	\$1.65	\$2.00	0.0%	3.1%	3.7%
ALBANY, NEW YORK	\$39.91	\$42.25			\$2.34			5.9%	0.0%	
NEW YORK, NEW YOR	\$70.45	\$72.50			\$2.05			2.9%	0.0%	
MARIETTA, OHIO	\$36.82	\$37.72			\$0.90			2.4%	0.0%	
TOLEDO, OHIO	\$34.61	\$35.36			\$0.75			2.2%	0.0%	
PORTLAND, OREGON	\$35.97	\$36.79	\$37.61	\$38.43	\$0.82	\$0.82	\$0.82	2.3%	2.2%	2.2%
CHATTANOOGA, TENN	\$18.20	\$18.50			\$0.30			1.6%	0.0%	
KNOXVILLE, TENNESSE	\$23.62	\$24.08			\$0.46			1.9%	0.0%	
MEMPHIS, TENNESSEE	\$20.50	\$21.20			\$0.70			3.4%	0.0%	
NASHVILLE, TENNESSE	\$22.00	\$22.70			\$0.70			3.2%	0.0%	
HOUSTON, TEXAS	\$21.67	\$22.29			\$0.62			2.9%	0.0%	
APPLETON, WISCONSI	\$37.11	\$37.85			\$0.74			2.0%	0.0%	
EAU CLAIRE, WISCONS	\$37.86	\$38.60			\$0.74			2.0%	0.0%	
LA CROSSE, WISCONSI	\$37.86	\$38.60			\$0.74			2.0%	0.0%	
MADISON, WISCONSIN	\$37.84	\$38.57			\$0.73			1.9%	0.0%	
MILWAUKEE, WISCONS	\$44.12	\$44.61			\$0.49			1.1%	0.0%	
CHARLESTON, WEST V	\$36.88	\$38.18			\$1.30			3.5%	0.0%	

**Plasterers**

**2013 SETTLEMENTS**

	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>\$ Diff 1-2</b>	<b>\$ Diff 2-3</b>	<b>\$ Diff 3-4</b>	<b>% Diff 1-2</b>	<b>% Diff 2-3</b>	<b>% Diff 3-4</b>
LOS ANGELES, CALIFO	\$50.26	\$51.16			\$0.90			1.8%	0.0%	
AKRON, OHIO	\$41.53	\$42.13			\$0.60			1.4%	0.0%	
CANTON, OHIO	\$38.28	\$38.88			\$0.60			1.6%	0.0%	
CLEVELAND, OHIO	\$43.38	\$44.13	\$44.98	\$45.83	\$0.75	\$0.85	\$0.85	1.7%	1.9%	1.9%
TOLEDO, OHIO	\$41.52	\$42.26			\$0.74			1.8%	0.0%	
PITTSBURGH, PENNSY	\$39.18	\$39.78			\$0.60			1.5%	0.0%	
MADISON, WISCONSIN	\$48.21	\$48.21			\$0.00			0.0%	0.0%	
CHARLESTON, WEST V	\$44.27	\$45.57			\$1.30			2.9%	0.0%	
<b>Teamsters</b>										
BIRMINGHAM,ALABAMA	\$24.28	\$25.09			\$0.81			3.3%	0.0%	
SAN FRANCISCO, CALI	\$48.47	\$49.97	\$51.53	\$53.13	\$1.50	\$1.56	\$1.60	3.1%	3.1%	3.1%
LOUISVILLE, KENTUCK	\$35.92	\$36.22			\$0.30			0.8%	0.0%	
PADUCAH, KENTUCKY	\$28.98	\$29.60			\$0.62			2.1%	0.0%	
ANN ARBOR, MICHIGAN	\$43.18	\$46.15	\$46.95	\$48.19	\$2.97	\$0.80	\$1.24	6.9%	1.7%	2.6%
COLUMBIA, MISSOURI	\$34.95	\$34.95			\$0.00			0.0%	0.0%	
ST. LOUIS, MISSOURI	\$38.75	\$39.50	\$40.50	\$41.50	\$0.75	\$1.00	\$1.00	1.9%	2.5%	2.5%
YOUNGSTOWN, OHIO	\$36.23	\$37.16	\$38.16		\$0.93	\$1.00		2.6%	2.7%	
PORTLAND, OREGON	\$40.96	\$41.46	\$41.96		\$0.50	\$0.50		1.2%	1.2%	
CHATTANOOGA, TENN	\$26.07	\$27.28			\$1.21			4.6%	0.0%	
CHARLESTON, WEST V	\$41.93	\$43.18			\$1.25			3.0%	0.0%	